Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

ICE (and below)

For 2nd Quarter 2014 for period ending March 31, 2014

Mixed Cases are Included in this report.

			1			
Complaint Activity	Pr	evious	2014TL02 21			
	2009	2010	2011	2012	2013	2014Thru03-31
Number of Complaints Filed	198	222	204	154	154	70
Number of Complainants	198	222	204	152	154	70
Repeat Filers	0	0	0	3	0	0

Complaints by Pasis			Com	parativ	e Data	l
Complaints by Basis	Pro	evious 1				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2009	2010	2011	2012	2013	2014Thru03- 31
Race	59	73	85	60	57	31
Color	14	30	34	14	16	6
Religion	6	9	10	8	8	2
Reprisal	68	95	117	72	66	29
Sex	57	63	80	52	62	32
PDA	0	0	0	0	1	2

National Origin	36	35	44	47	32	11
Equal Pay Act	0	0	1	0	0	5
Age	70	66	79	54	67	27
Disability	33	39	45	28	27	10
Genetics	0	0	0	1	1	0
Non-EEO	3	9	16	9	10	4
			Com	parativ	ve Data	<u> </u>
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2009	2010	2011	2012	2013	2014Thru03- 31
Appointment/Hire	5	12	1	7	10	2
Assignment of Duties	17	12	10	14	18	5
Awards	2	5	11	2	3	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	1	0	0
Reprimand	0	11	22	3	4	3
Suspension	5	9	5	6	7	0
Removal	3	2	2	4	2	1
Other	0	4	4	1	5	1
Duty Hours	2	4	5	1	1	0
Evaluation Appraisal	14	23	26	12	12	9
Examination/Test	0	0	1	0	1	1
Harassment						
Non-Sexual	60	78	94	60	55	31

Sexual		5	3	11	4	6	2
Medical Examination		0	5	3	1	1	0
Pay (Including Overtime))	0	1	17	3	3	2
Promotion/Non-Selection	1	53	47	50	44	72	5
Reassignment							
Denied		1	7	12	9	5	2
Directed		3	7	34	7	6	9
Reasonable Accommodat	tion	7	5	2	2	2	3
Reinstatement		0	0	0	1	1	0
Retirement		0	3	1	0	0	0
Termination		15	28	17	6	4	4
Terms/Conditions of Emp	ployment	8	52	91	26	6	11
Time and Attendance		2	6	5	7	10	2
Training		3	4	7	7	8	1
Other		18	15	21	2	4	0
			Con	npar	ative D	ata	
Processing Time		Previous	Fiscal	Year	r Data		2014Thru03-
	2009	2010	201	1	2012	2013	31
Complaints pending during	ng fiscal	year					
Average number of days in investigation	211.11	217.32	217.1	10 3	301.25	414.67	524.46
Average number of days in final action	784.86	1,019.14	423.2	24 1	31.41	230.80	205.74
Complaint pending durin	g fiscal y	ear where	hearin	g was	s reques	sted	
Average number of days in investigation	213.63	218.31	216.9	93 3	315.59	424.84	619.00

days in investigation	209.4	.41 216.59 217.21 287							400).98	4	55.92
Average number of days in final action	784.8	36	1,019	.14	423	3.24	32	1.52	309	9.69	2	88.15
						C	om	parati	ve l	Data		
Complaints Dismissed Agency	d by		P	revi	ous]	Fisca	al Y	ear D	ata		2014	Thru03-
			2009	20)10	201	.1	2012	20	13		31
Total Complaints Dismisso Agency	ed by	/	31	3	36	25	;	9		5		6
Average days pending price dismissal	or to		448	6	35	16:	5	343	32	23		825
Com	plai	nts \	With	draw	n by	y Co	mp	lainar	ıts			
Total Complaints Withdra Complainants	wn b	у	4		10	20)	11	1	.8		9
					(Comp	par	ative l	Data	a		
Total Final Agency Actions Finding			Prev	ious	Fisc	cal Y	'ear	r Data			2014	Thru03-
Discrimination	2	009	2	010	20	011	2	2012	20)13		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		1		0		3		0		2	
Without Hearing	3	100) 1	100	0	0	0	0	0	0	2	100
With Hearing	0	0	0	0	0	0	3	100	0	0	0	0
Findings of Discrimination Rendered	. L				(Com	par	rative	Dat	ta		
by Basis	u		Pre	viou	s Fis	scal `	Yea	ır Dat	a		2014	4Thru03-
									1		-1	31

filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		1		0		3		0		2	
Race	1	33	0	0	0	0	1	33	0	0	1	50
Color	0	0	0	0	0	0	2	67	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	3	100	0	0	1	50
Sex	2	67	1	100	0	0	1	33	0	0	1	50
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	100	0	0	0	0	0	0	1	50
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	0	0	0	0	1	33	0	0	1	50
Disability	1	33	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		3		0		0	
Race	0	0	0	0	0	0	1	33	0	0	0	0
Color	0	0	0	0	0	0	2	67	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	3	100	0	0	0	0
Sex	0	0	0	0	0	0	1	33	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Appointment/Hire Assignment of Duties	0	0	0	100	0	0	0	33	0	0	0	0
Total Number Findings	3		1		0		3		0		2	
	#	%	#	%	#	%	#	%	#	%	#	%
Rendered by Issue	2	009	2	2010	20	011	20	012	20	13		31
Findings of Discrimination]	Pre	vious	Fisc	cal Y	'ear	Data	a		2014	Thru03-
					(Comp	para	ative	Da	ta		
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	1	33	0	0	0	0	0	0	0	0	0	0
Age	1	33	0	0	0	0	0	0	0	0	1	50
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	100	0	0	0	0	0	0	1	50
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	2	67	1	100	0	0	0	0	0	0	1	50
Reprisal	0	0	1	100	0	0	0	0	0	0	1	50
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Race	1	33	0	0	0	0	0	0	0	0	1	50
Findings Without Hearing	3		1		0		0		0		2	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	33	0	0	0	0

Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	33	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	1	50
Removal	1	33	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	1	33	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	0	0	1	33	0	0	2	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	100	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	33	1	100	0	0	0	0	0	0	1	50
Reassignment												
Denied	0	0	1	100	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	33	0	0	0	0	0	0	0	0	1	50
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	33	0	0	0	0

Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		3		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	33	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	33	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	1	33	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	1	33	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0

Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	33	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	3		1		0		0		0		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	1	50
Removal	1	33	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	0	0	0	0	0	0	2	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
		1					1		1			1

Pay (Including Overtime)	0	0	1	100	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	3.	3 1	100	0	0	0	0	0	0	1	50
Reassignment							'					
Denied	0	0	1	100	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	3.	3 0	0	0	0	0	0	0	0	1	50
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
						Co	mp	arati	ive :	Data	ı	
Pending Complaints Filed Previous Fiscal Years by St		s	F	revio	us I	isca	l Ye	ear I	ata	ì	2014	Thru03-
,			200	9 20	10	201	1 2	2012	20	013		31
Total complaints from previor Fiscal Years	us		290	31	7	330)	283	2	298		349
Total Complainants			290	31	7	330		277	2	292		344
Number complaints pending	g											
Investigation			19	1'	7	22		50		35		86
ROI issued, pending												
Complainant's action			0	C		0		0		4		9
			77	7:		90		71	1	4		9 125
Complainant's action					5				+			

			Com	parati	ve Data	1
Complaint Investigations	Pro	evious	Fiscal `	Year D	ata	2014Thru03-
	2009	2010	2011	2012	2013	31
Pending Complaints Where Investigations Exceed Required Time Frames	36	30	59	106	97	94